

West Chester Area School District
FERN HILL ELEMENTARY SCHOOL

Mrs. Rebecca Eberly, Principal

915 Lincoln Avenue
West Chester, Pa. 19380

Dear Parents,

A committee met throughout the 2011-2012 school year to review research about bullying at the elementary level and to create an action plan for our school. The committee was comprised of faculty members, parents, and students.

We are very pleased to share with you our Bully Prevention Program.

We define bullying as:

- Aggressive behavior or intent to harm another person, physically or emotionally (unkind actions, behaviors, words)
- Repetition of unwanted behavior toward another person (on-going)
- Using a position of power to harm or demean others (grade, age, size, etc)

If an adult observes a child teasing/name-calling, excluding others, being physically aggressive, and so on the child will receive the following consequences. If this is an on-going issue/concern where a particular child is being bullied, we will contact the parents of the child being bullied to inform them of the situation.

A verbal warning will be given.
If the behavior is repeated, a Pink Slip with details about the incident will be sent home to be signed and returned. Mrs. Coulter will call or email parents if the slip is sent but not returned.
If a SECOND Pink Slip is issued during the year, the student will call home. The student will serve a recess detention. The counselor will be consulted.
If a THIRD Pink Slip is issued, the student will see Mrs. Eberly to discuss the situation. The student will serve two recess detentions.
If a FOURTH Pink Slip is issued, the student will see Mrs. Eberly to discuss the situation. The student will serve an after school detention. The parent will be responsible for promptly picking up the child at 4:30PM.
After four Pink Slips, the student will serve an in-school suspension. Parents will come to school for a conference to develop an individual behavior plan to help the student.

Adults who do not directly observe an offense will investigate children's reports in an attempt to figure out the situation and will continue to be vigilant while supervising the activity.

Below are the Rules Against Bullying that each child is expected to follow:

1. **I will not bully others.**
2. **Speak Up.** I will try to stick up for the person being bullied at the time. I will always report the incident to an adult at home or school. If I know someone is being bullied, I will tell an adult at home or school.
3. **Reach Out.** I will try to help students who are being bullied by telling an adult. I will reach out to students who are being bullied to help.

West Chester Area School District
FERN HILL ELEMENTARY SCHOOL

Mrs. Rebecca Eberly, Principal

915 Lincoln Avenue
West Chester, Pa. 19380

- 4. **Be A Friend.** I will include students who are left out. I will be a friend when I see bullying happening by sticking up for the person being bullied and telling the bully to stop.

Children who make an exceptional effort to stop bullying and to include others who are left out will be recognized through our school-wide positive behavior system. This includes unprompted acts of kindness that are above and beyond the ordinary, as well as speaking up for and reaching out to others.

Fern Hill's mission promises to provide "a safe, positive environment." We believe it is important to educate our students about what bullying is and is not, what to do when they are being bullied or they see another child being bullied, and that bullying is not accepted here at Fern Hill. We will have a brief reporting form for our students to complete and turn in when they observe what they believe is a bullying situation occurring. The reporting forms can be placed in our "Be A Buddy" box. These boxes will be placed in two central locations: library and outside of the guidance counselor's office. We will routinely check the "Be A Buddy" boxes so we can respond promptly. Of course, children can verbally report the situation to any adult, as well.

We presented the anti-bullying program and school-wide positive behavior system at our kick-off assembly on the first and second days of school to our first - fifth grade students. We will share the information with our kindergarten students once classes are determined.

Please support our bully prevention program by reviewing the information with your child at home. Please sign and return the contract below. By working together, we can and will make a difference!

Sincerely,

The Fern Hill Elementary Staff

We have reviewed the Rules Against Bullying and understand the rewards and consequences of the bully prevention program.

Child's Signature

Adult's Signature

Date